

# Micro-Debriefing

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Based on the work by Rev. Julie Taylor

# Characteristic of Micro-Debriefing

Intentional and adaptive

Conversational and directive

Reflective and interpretive

Stabilization through normalization

Builds resilience and promotes flourishing

Short-term helping tool to navigate the present

Seeks to mitigate not fix distress

Focuses on the here and now

# Steps to Micro-Debriefing

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**Stabilize and describe**

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**Normalize and acknowledge**

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**Encourage adaptive coping**

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**Referrals and follow-ups**

# Step 1: Stabilize and Describe



Introduce yourself: who you are, why you are present and offering them help

- *Provide context for the interaction*

Open body language, appropriate eye contact, and calm presence

- *Meet any immediate needs first*

Allow your peer to describe their experience as they understand it

- *Just dealing with this page or chapter of their book*

# Step 2A: Acknowledgement

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Acknowledge the severity and difficulty of the experience without escalating distress

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Often, attentive and active listening is all that is necessary to affirm and acknowledge peer's experience

# Step 2B: Normalize Experience



NORMALIZE FEELINGS,  
ACTIONS, AND DIFFICULT  
EMOTIONS PRESENT



MITIGATE EFFECTS NOT  
SELF-ACTUALIZE



STRESS EDUCATION

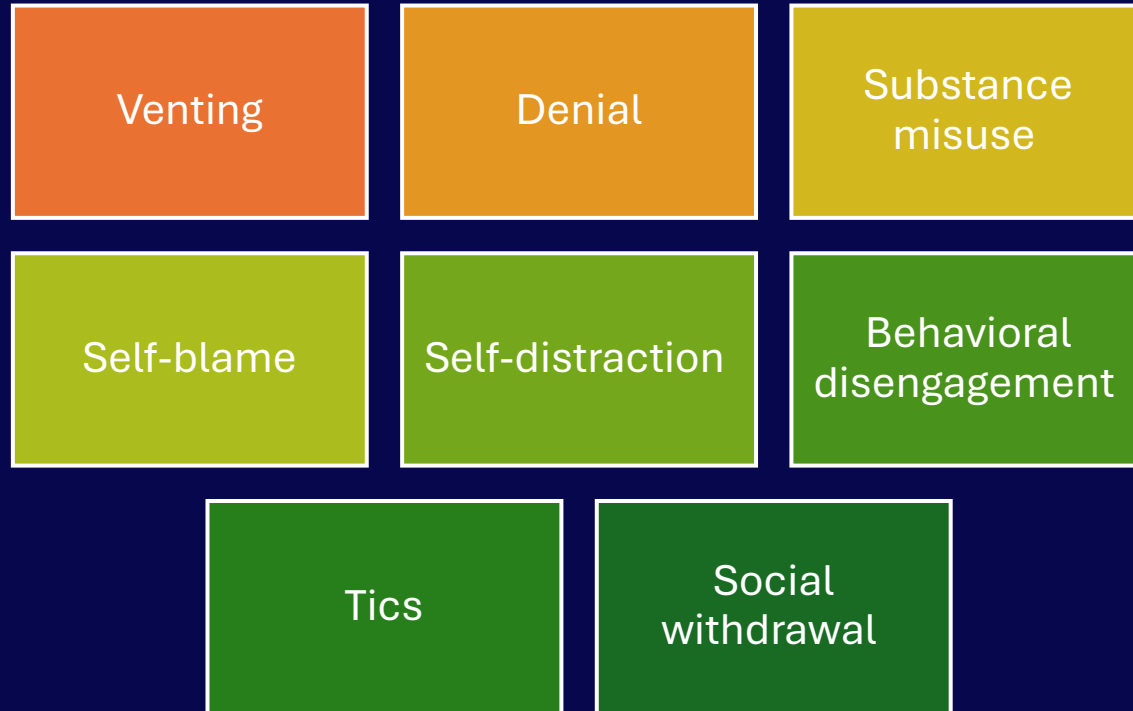


UTILIZE REFLECTIVE,  
OBJECTIVE, NON-  
JUDGMENTAL STATEMENTS

# Step 3: Let's talk about coping...

Dealing with responsibilities, problems, or difficult situations OR contending with, getting by, grappling with, making do, managing in the face of difficulty.

# Step 3: Avoid Maladaptive Coping





# Step 3: Encourage Adaptative Coping

Active coping

Humor and perspective

Acceptance

Positive reframing

Instrumental support

Spiritual and emotional support

PLANNING

# Step 4: Referrals and Follow-ups

- Employee & Family Assistance Program
- Spiritual Care
- Unit leadership and Reporting
- Therapist, Yoga Instructor, etc.
- Check-ins should be open and maintain your peer's privacy
- You might be a reminder of their worst work experience
- Remember, your peer is in control of how, from whom, and to what extent they are willing to receive support

# References

National Child Traumatic Stress Network. (n.d.). *About Psychological First Aid (PFA)*.

<https://www.nctsn.org/treatments-and-practices/psychological-first-aid-and-skills-for-psychological-recovery/about-pfa>

Taylor, J. (2017). Spiritual first aid. In W. W. C. Ashley Sr. & S. B. Roberts (Eds.), *Disaster spiritual care* (2nd ed., pp. 133–135). Skylight Paths Publishing.

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